

**San Jose Fire Fighters, IAFF, Local 230
2010-2011 Cash Compensation Profile**

TOP STEP FIRE FIGHTER¹

	Current Compensation	After 8.91% Total Compensation Reduction²
Base Pay	\$98,238	\$88,758
Holiday-In-Lieu (5.623%)	\$5,524	\$4,991
Anti-Terrorist Training Pay (2.00%)	\$1,965	\$1,775
Education and Training	\$910	\$910
EMT	\$2,947	\$2,663
Uniform Allowance	\$495	\$495
Total Cash Compensation³	\$110,079	\$99,592
Retirement Contribution (13.70%)	\$14,485	\$13,087
Health Insurance ⁴	\$1,446	\$1,446
Dental Insurance (PPO) ⁴	\$67	\$67
Total Benefits	\$15,998	\$14,600
Gross Pay	\$94,082	\$84,992
Difference in Gross Pay		\$9,089
% Difference in Gross Pay		9.66%

Notes and Comments

¹ Classification is eligible for overtime.

² Assumes 8.91% Total Compensation is taken in a 9.65% base pay reduction

³ Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

⁴ Assumes employee is enrolled in family health and dental.